



DEPARTMENT OF SOCIAL SERVICES CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

California State Government supports equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

DEPARTMENT:	DEPARTMENT OF SOCIAL SERVICES	RELEASE DATE:	Wednesday, September 23, 2009
POSITION TITLE:	CEA 4, Deputy Director	FINAL FILING DATE:	Thursday, October 15, 2009
CEA LEVEL:	CEA 4	EXTENDED FINAL FILING DATE:	
SALARY RANGE:	\$ 9,018.00 - \$ 9,939.00 / Month	BULLETIN ID:	09232009_1

POSITION DESCRIPTION

As a member of the Executive staff, the Deputy Director, Disability Determination Service Division (DDSD), California Department of Social Services, advises and assists the Director and Chief Deputy Director in the formulation, implementation and evaluation of Departmental programs, policies and procedures; and provides overall direction to DDSD.

The Deputy Director provides executive leadership and establishes policies and procedures for the programs delegated to DDSD and directs the planning, development, implementation, and maintenance of the disability determination services programs and systems statewide. The Deputy Director is the principal policymaker for the Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI) and Medi-Cal Medically Needy disability programs in the state. As a member of the Executive Team, participates in the development of the department's strategic plan and efforts to make CDSS an Employer of Choice. Ensures that program procedures and appropriate training are developed so that over 1,700 employees in 14 offices statewide will implement state, federal and departmental policy relative to disability determination and the various population groups served. Develops federal and state legislative proposals consistent with the mission, vision, values, and goals of both the Department and the Division.

The Deputy Director plans, organizes, directs, and evaluates, through subordinate managers and supervisors, the work of DDSD staff. Administers an annual budget in excess of \$220 million. Plans, organizes, and directs the coordination and operation of the statewide Title II, XVI, and XIX

disability programs to assure efficient, timely and accurate disability determinations.

The Deputy Director serves on policy workgroups of the National Council of Disability Determination Directors, participates in policy discussions that impact the national program and works with other state, local and federal programs to assure coordinated and efficient delivery of long-term care services.

The Deputy Director serves as the principal policymaker for this program in California state government. Consults with program disability professionals, Social Security officials, advocates, and peers from other states to develop, discuss, implement and review policy directions. Serves as a resource person to the Director, the California Health and Human Services Agency, the legislature and the Governor's Office on policy questions relating to the various programs administered by the Division for the state's needy disabled residents.

MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

Either I

Must be a State civil service employee with permanent civil service status or who previously had permanent status in the State civil service.

Or II

Must be a current or former employee of the Legislature, with two or more consecutive years as defined in Government code § 18990.

Or III

Must be a current or former non-elected exempt employee of the Executive Branch with two or more consecutive years (excluding those positions for which salaries are set by statute) as defined in Government Code § 18992.

Or IV

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991.

KNOWLEDGE AND ABILITIES

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

- (1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

CEA Level 1. Supervisory/administrative experience in a line or staff activity, including the execution and/or evaluation of program policies.

CEA Levels 2 and 3. Broad administrative or program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

CEA Levels 4 and 5. Extensive managerial and program administrative experience which has included substantial responsibility for a combination of management functions such as program planning; policy formulation; organization coordination and control; and fiscal and personnel management. Where high technical professional qualifications are of primary importance in performing the duties of a given CEA position, then the above required experience may have been in a staff capacity exercising professional skills to influence and contribute to program, policy, and methods of providing those professional services. Primary examples are medical doctors and attorneys.

DESIRABLE QUALIFICATION(S)

- a. Knowledge of the department's mission, organization, goals, functions, and policies as well as its contractual relationships with other state, federal and local entities.
- b. Knowledge of state budgetary, personnel, contracting, and departmental administrative practices.
- c. Knowledge of disability determination services programs.
- d. Ability to plan, react to adversity effectively, and organize, coordinate and effectively manage responses to multiple issues simultaneously.
- e. Ability to effectively supervise and manage the work of staff within the Disability Determination Service Division.
- f. Experience developing and implementing procedures and training for a large number of employees, especially in statewide offices.
- g. Excellent interpersonal skills to establish and maintain cooperative working relationships with representatives from all levels of federal and state government, the public, Legislature and high level

commissions or boards.

- h. Ability to utilize performance measurements to increase program performance.
- i. Ability to represent the Department with other departments and branches of state government, with local and federal officials and to testify effectively before the State Legislature and Congress.
- j. Ability to effectively communicate both orally and in writing.
- k. Ability to serve on policy workgroups and participate in policy discussions that impact programs.
- l. Ability to develop federal and state legislative proposals consistent with the mission, values, and goals of both the Department and the Division.
- m. Excellent judgment, interpersonal skills, political sensitivity, and commitment to diversity in government.
- n. Ability to work with other CDSS divisions to ensure successful outcomes.
- o. Ability to represent the Director or Department at conferences, meetings and hearings.

EXAMINATION INFORMATION

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **CEA 4, Deputy Director**, with the **DEPARTMENT OF SOCIAL SERVICES**. Applications will be retained for twelve months.

The Results of this examination will be used only to fill this position and may be used to fill subsequent vacancies for this position for a period of up to twelve months.

The examination process will consist of a screening committee established to screen the application and two-page statement of qualifications. The minimum qualifications and desirable qualifications listed on this bulletin will be used to screen the application and two-page statement of qualifications. Therefore, it is critical that each applicant includes specific information on how his/her background, knowledge, and abilities meet the minimum qualifications and desirable qualifications. Based on the screening committee's evaluation of the competitive group, interviews will be conducted with the most qualified candidates. A qualifications appraisal panel will ask qualified applicants a number of predetermined job-related questions. It is anticipated that examination interviews will be held during OCTOBER/NOVEMBER 2009. Candidates will be ranked competitively, and each candidate shall be notified in writing of his/her examination results. The results of this examination may be used to fill subsequent vacancies for this position within twelve months or longer, or a new examination may be scheduled. Candidates in the top three ranks may be invited to a hiring interview.

FILING INSTRUCTIONS

Interested applicants must submit:

- A completed Standard State Application (Form 678).
- A "Statement of Qualifications". The Statement is a narrative discussion of how the candidate's education, training, experience, and skills meet the minimum and desirable qualifications and

qualify them for the position. The Statement of Qualifications serves as a documentation of each candidate's ability to present information clearly and concisely in writing and should be typed and no more than two pages in length.

- Resumes do not take the place of the Statement of Qualifications.

Applications must be submitted by the final filing date to:

DEPARTMENT OF SOCIAL SERVICES, Exam Unit/Administration Division
744 P Street, Sacramento, CA 95814
Lisa Hudson | (916) 657-3473 | lisa.hudson@dss.ca.gov

ADDITIONAL INFORMATION

Questions concerning the exam process should be directed to Lisa Hudson at (916) 657-3473.

Questions regarding the position should be directed to Nancy Lee at (916) 657-2598.

SPECIAL TESTING

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

GENERAL INFORMATION

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The DEPARTMENT OF SOCIAL SERVICES reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

Class specs: <http://www.dpa.ca.gov/textdocs/specs/s7/s7500.txt>